

# Texas Strategic Leadership

## Board Integrated Pathway Executive Coaching

June 3, 2024

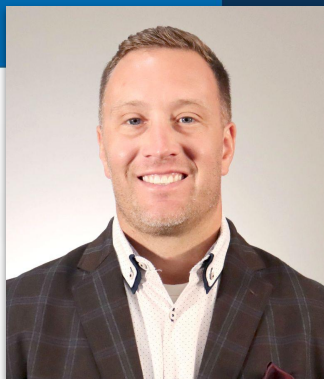


# Introductions



**Tanya Larkin, Ed.D.**  
Executive Director  
**REGION 16 ESC**

Tanya.Larkin@esc16.net  
806.677.5075



**Nathan Maxwell, Ed.D.**  
Associate Executive Director  
**REGION 16 ESC**

Nathan.Maxwell@esc16.net  
806.677.5130



**Lawana Pulliam**  
Asst. Director  
of Innovative Solutions  
**REGION 16 ESC**

Lawana.Pulliam@esc16.net  
806.677.5276



**Greg Gibson, Ed.D.**  
Chief Strategy Officer  
**Moak Casey**



**Buck Gilcrease, Ed.D.**  
Chief Executive Officer  
**Moak Casey**

# The Real Us!



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# Just for Theresa...



## You MUST Know!



We LOVE to have FUN,  
build RELATIONSHIPS,  
accelerate NETWORKS,  
and fully believe that  
life should be lived  
ABUNDANTLY!

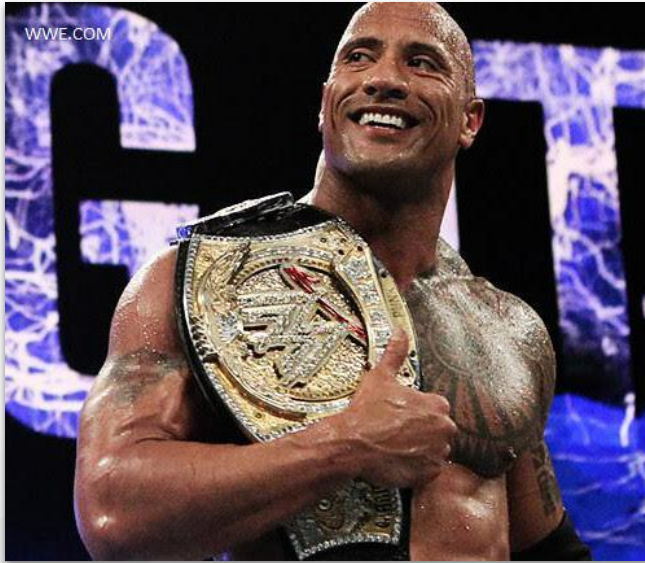
# All about YOU!

Reflecting on  
the past year,  
**what achievement  
fills you with the  
greatest sense  
of satisfaction—  
professionally  
or personally?**





## Every good team has a tagline or slogan...



***“The People’s Champion.”***  
- The Rock



***“Keep Calm and Never Give Up.”***  
- John Cena

# Learning Objectives

**Materials Site:** <http://r16.us/TSL-BIP>

***By the end of our time together, I will:***

**Know:** How to utilize various tools for supporting superintendents and board members.

**Understand:** Recognize the importance of a mindset of continuous improvement within team dynamics.

**Be Able To:** Successfully coach superintendents and board members through initial strategic planning engagements using the available tools.



# Executive Coaching is...

the manifestation of ***servant leadership*** as one seeks to draw out, inspire, and develop the best and highest within people from the ***inside out***.



*The purposes of a person's heart are deep waters, but one who has insight draws them out.*





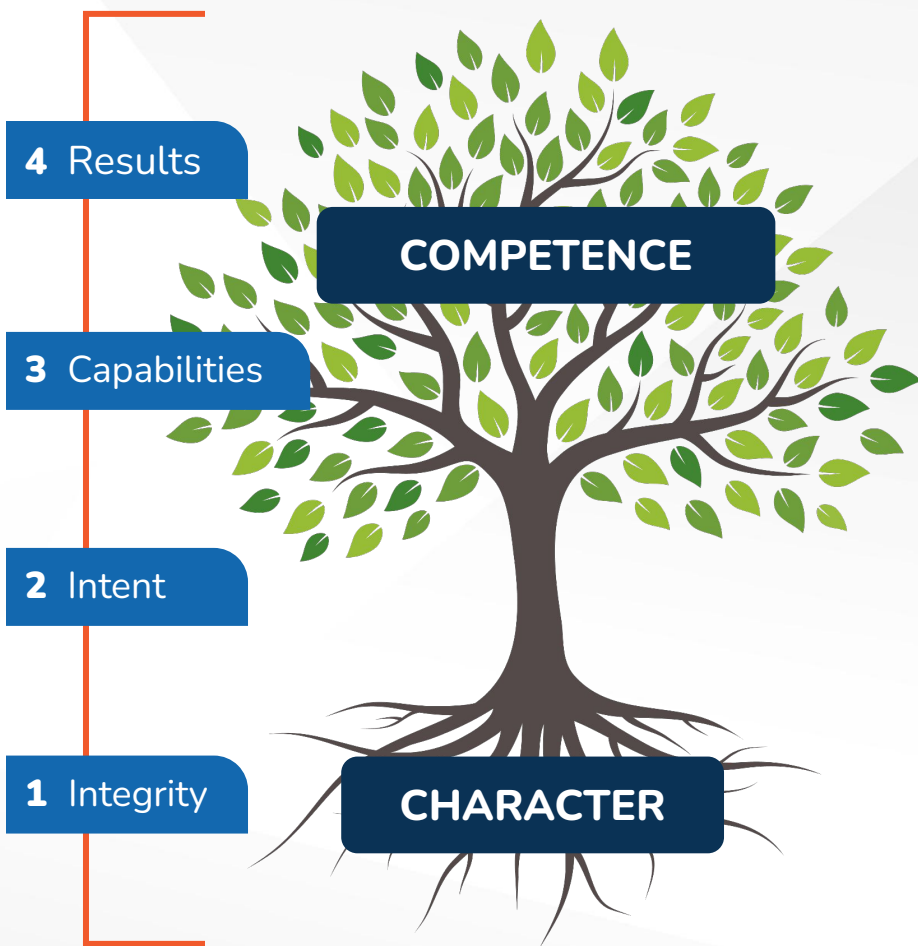
As you review the **Portrait of an Executive Coach**, pull out one characteristic that stands out to you as **the most critical**.

Be prepared to share that and **WHY** you feel it is critical.

# The Unseen Essential

**TRUST**  
is the *confidence*  
born of the  
*character* and *competence*  
of a person  
or an organization.

STEPHEN M. R. COVEY



# In the Ring



# Executive Coaching Framework



## ECF Level 1: Foundational/Relational/Preparation

### Essential Actions

- 1.1 Demonstrates Ethical Practice
- 1.2 Cultivates Trust
- 1.3 Embodies a Coaching Mindset
- 1.4 Leverages the "SCARF model" to Increase Effectiveness
- 1.5 Leverages the Commitment/Capacity Coaching Quadrant Model
- 1.6 Defines the Relationship through a Partnership Agreement

## ECF Level 2: Entering the Conversation

### Essential Actions

- 2.1 Understands Life as a Series of Conversations
- 2.2 Enters the Conversation with Intentionality and Purpose

## ECF Level 3: Leveraging the Art of Coaching

### Essential Actions

- 3.1 Communicates Effectively
- 3.2 Identifies the Type of Coaching
- 3.3 Uses Effective Coaching Language, Tools and Techniques
- 3.4 Uses the Power of Silence Effectively
- 3.5 Coaches Client through Systems Level Thinking to Impact Outcomes

## ECF Level 4: Exiting the Conversation

### Essential Actions

- 4.1 Summarizes the Conversation
- 4.2 Articulates Next Steps and Seeks Clarity
- 4.3 Seeks Feedback

## ECF Level 5: Measuring Outcomes (Performance Management)

### Essential Actions

- 5.1 Coaches Client through Change Leadership
- 5.2 Coaches Client through the Realization of Potential Impact, Results and Applicable Adjustments
- 5.3 Coaches Client through the Design of a System of Ongoing Communication to Various Stakeholders
- 5.4 Coaches Client through a Cadence of Celebrations Based on Identified "Wins"

## ECF Level 6: Cultivating Growth and Adding Value

### Essential Actions

- 6.1 Coaches Client through the Integration of New Awareness into Actionable Behaviors
- 6.2 Celebrates Client's Progress and Success



# Executive Coaching Partnership Agreement

\_\_\_\_\_  
Coach's Name

\_\_\_\_\_  
Coachee's Name

\_\_\_\_\_  
Date

*This Executive Coaching Partnership Agreement serves as a foundational framework for the coaching partnership between an executive and an executive coach. It is essential to acknowledge that this document is a sample, intended to outline the general guidelines and expectations of the coaching engagement. Recognizing the importance of adapting this contract to align with the specific needs, goals, and expectations unique to each coaching relationship, both parties should agree to engage in open and transparent communication throughout the duration of the coaching partnership. By entering into this agreement, the executive and the executive coach commit to fostering a collaborative and constructive partnership aimed at achieving the desired professional and personal development outcomes outlined by the client.*

## Coach's Responsibilities

**Establishing a Coaching Relationship:** The coach will create a safe, confidential, and non-judgmental coaching environment, where the coachee feels supported, respected and empowered.

**In practice, this looks, feels, and sounds like:**

COACH

COACHEE

**Demonstrating Professionalism:** The coach will adhere to the highest ethical standards, maintaining confidentiality, integrity, and professionalism throughout the coaching relationship.

**In practice, this looks, feels, and sounds like:**

COACH

COACHEE

**What is said here, *stays here*.**  
**What is learned here, *leaves here*.**



# Setting the Stage for Successful Board Engagement

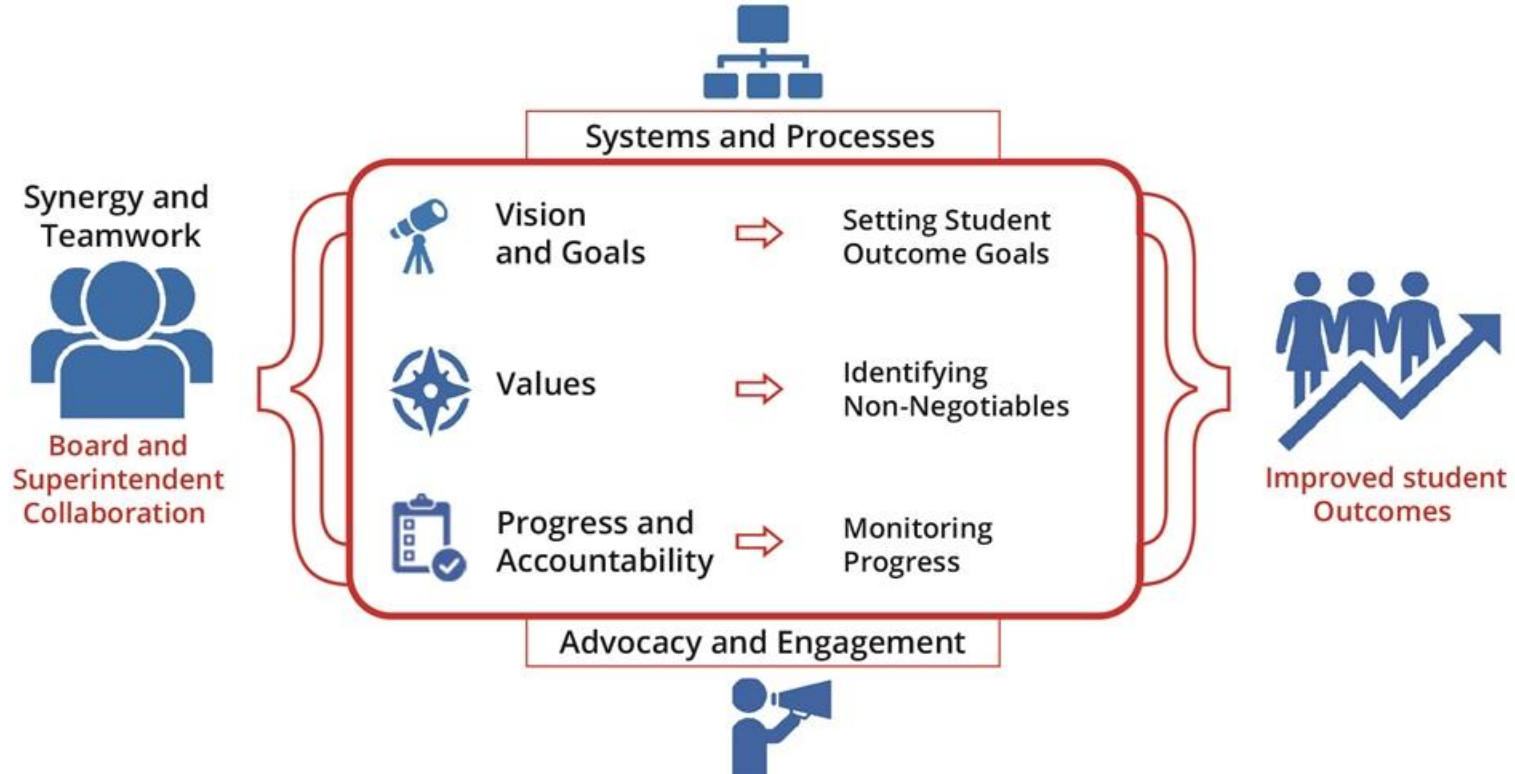


# What can we learn from the rubik's cube?

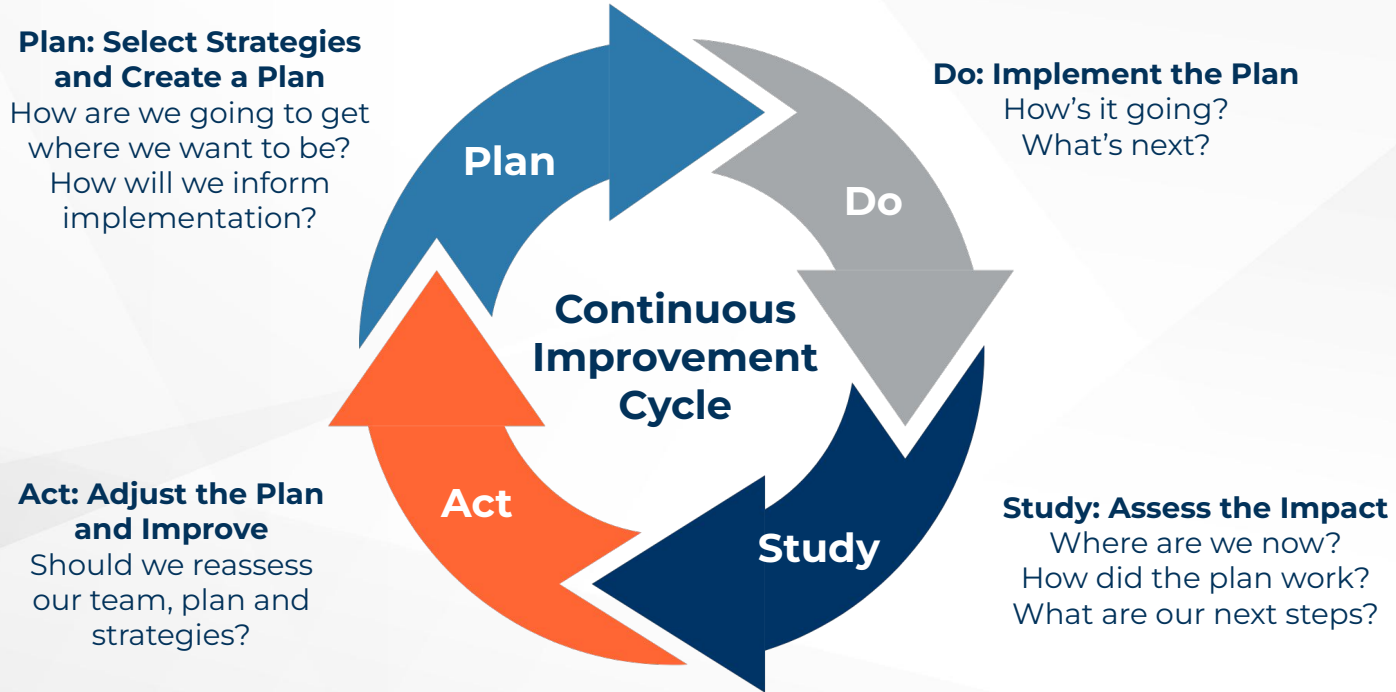




# School Board Behaviors That Improve Student Outcomes



# Mindset of Continuous Improvement



# Three Essential Roles in an Aligned School System



**Strategic**



**Tactical**



**Operational**

# Aligning Sub-Systems in a Continuous Improvement Environment



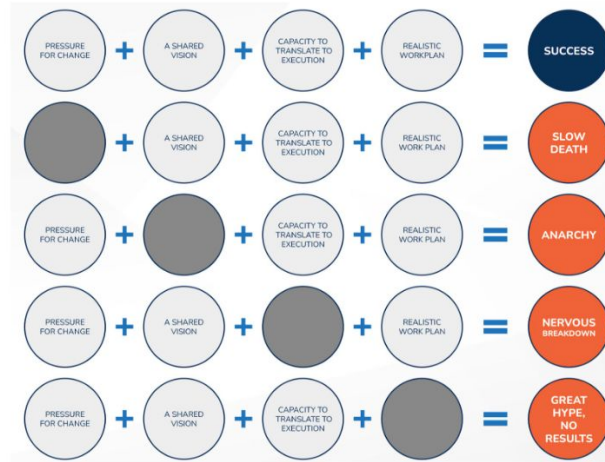


## Coaching Through Change Leadership Essential Elements Model



As an executive coach, we enhance value by posing pivotal questions that aid others in envisioning pathways to progression within both present and forthcoming constraints.

The notion of “collective will” – the embodiment of a common interest – may be perceived as powerful, yet intangible. However, Michael Hay has imbued this concept with tangibility through the diagram depicted below. This diagram serves as a valuable instrument, catalyzing pertinent discussions from the outset and continuing throughout the change leadership process.



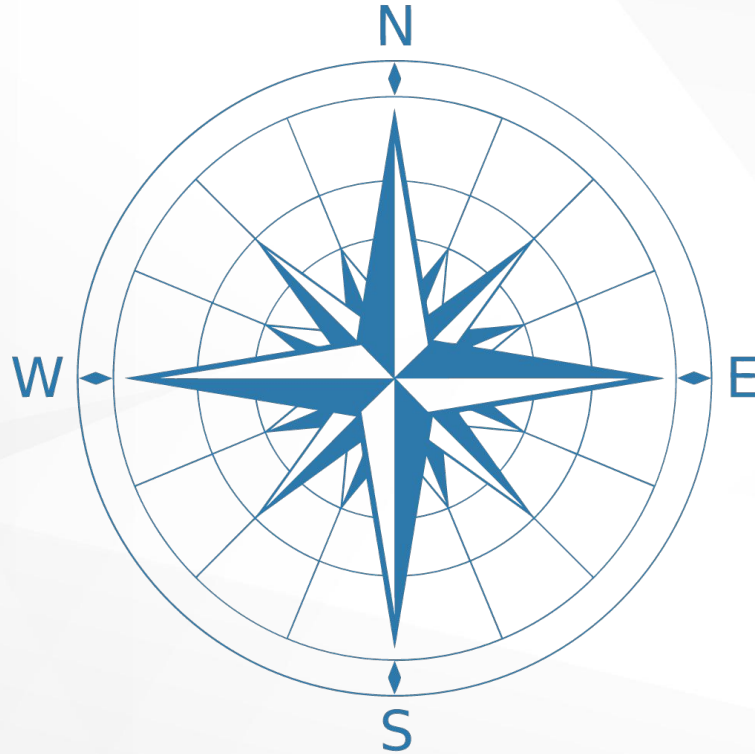
### References:

Morgan, A., & Barden, M. (2015). *A beautiful constraint: How to transform your limitations into advantages, and why it's everyone's business*. John Wiley & Sons, Inc.

## Agility Training Time...



# Understanding the people in the room...



***How could this information support your work with your superintendent and the board?***



# Portrait OF AN Executive Coach



# Invitation



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**Know:** How to utilize various tools for supporting superintendents and board members.

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# Executive Coaching

*A **good** coach can change a moment.  
A **great** coach can change a life.*







*Thank you!*

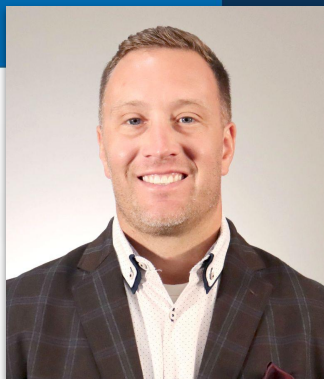
[Link to the materials and tools](#)

# In Your Ring



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